

**REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS  
OF SAN BERNARDINO COUNTY, CALIFORNIA  
AND RECORD OF ACTION**

June 24, 2003

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**FROM:** MARK H. UFFER, Director  
Arrowhead Regional Medical Center

**SUBJECT: AGREEMENTS FOR ARROWHEAD REGIONAL MEDICAL CENTER GENERAL  
SURGERY AND NEUROSURGERY RESIDENCY PROGRAMS – FISCAL YEAR 2003/04**

**RECOMMENDATION:**

1) Approve Amendment 1 to Master Employment Agreement No. 03-449 for General Surgery and Neurosurgery residents, which corrects Attachment II to reflect the correct pay range for these residents.

2) Rescind agreement with the following General Surgery resident:

<u>General Surgery Resident Year I</u>	<u>Agreement No.</u>
Fariborz Lalezarzadeh, DO	03-449-14

3) Authorize Hospital Director to execute individual agreements with the following residents who will be participating in the General Surgery residency program for Fiscal Year 2003/04, under Master Employment Agreement No. 03-449 Amendment 1.

**MASTER AGREEMENT NO. 03-449 A-1**

**GENERAL SURGERY RESIDENCY PROGRAM**

**CONTR # General Surgery Year III**  
-15 Fariborz Lalezarzadeh, DO

**CONTR # General Surgery Year III**  
-16 Semone B. Rochlin, DO

**BACKGROUND INFORMATION:** This agenda item recommends approval of an amendment to the master employment agreement with General Surgery and Neurosurgery residents that corrects the pay range for these residents, and approval of agreements with the General Surgery residents who will be participating in the program to receive medical training at Arrowhead Regional Medical Center.

Each year, the postgraduate medical students (residents) of the Arrowhead Regional Medical Center sign an agreement with the County for a period of one year. This agreement designates certain work conditions, benefits, and compensation.

Residents are classed as Year I through VI, dependent upon their specialty. The stipend amount paid to residents is based on a resident's classification. At the end of each fiscal year, residents who have successfully completed their current year's residency requirements are advanced to the next year's program. This advancement also includes an increase in the stipend amount paid to the resident. In order for the Arrowhead Regional Medical Center and the County to fulfill their obligations to both the Residents and accrediting bodies for the Residency Programs, resident agreements must be renewed each fiscal year.

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Record of Action of the Board of Supervisors

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On May 20, 2003, the Board of Supervisors approved the master agreement form for residents, transitional residents, and fellows of the various Arrowhead Regional Medical Center Residency and Fellowship Programs.

On June 10, 2003, the Board of Supervisors approved the addition of Neurosurgery and Surgery residents who were omitted from the May 20, 2003 Board item and rescinded agreements with a Neurosurgery Resident and an Obstetrics/Gynecology Fellow who had chosen not to participate in their respective programs this year.

In the process of inputting the new residents into the County's payroll system, it was discovered that Attachment II of the master employment agreement contained the incorrect pay rate for General Surgery and Neurosurgery residents. These specialized residency programs require five year and six year commitments, respectively, from the residents enrolled in these programs. General Surgery and Neurosurgery residents in Program Year (PGY) IV were mistakenly assigned the pay rate consistent with a Family Medicine Associate Chief Resident instead of the pay rate for a Chief Resident. This mistake also contributed to errors in the pay rate for PGY V and VI residents in the General Surgery and Neurosurgery programs.

In addition, the General Surgery residency program is approved for two residents in its program for FY 03/04. On May 20, 2003, the Board gave approval for the Hospital Director to execute an additional agreement with Fariborz Lalezarzadeh, DO, General Surgery Resident. However, this resident was inadvertently classed as a PGY I resident instead of his proper classification as a PGY III resident. Also, after the May 20, 2003 Board meeting, the General Surgery resident program chose Semone B. Rochlin, DO, as its final resident for FY 03/04.

The Medical Center is requesting Board of Supervisors' approval to amend Master Employment Agreement No. 03-449, which will correct the pay rate for the General Surgery and Neurosurgery residents, rescind the agreement with Fariborz Lalezarzadeh, DO, which contains the incorrect PGY for this resident; and approval for the Hospital Director to execute agreements with the General Surgery residents listed above.

**REVIEW BY OTHERS:** This item has been reviewed by County Counsel (W. Andrew Hartzell) on June 16, 2003 and HSS Administration (Carol Hughes, Administrative Analyst) on June 17, 2003.

**FINANCIAL IMPACT:** This action approves the agreement form only; the ARMC Director will execute individual agreements. The stipend amount for the General Surgery and Neurosurgery residents is as follows: PGY I, \$32,481; PGY II, \$37,528; PGY III, \$42,347; PGY IV \$47,347; PGY Year V, \$52,347; and PGY VI, \$57,347, plus health benefits.

These amended contracts result in no local cost to the County.

**COST REDUCTION REVIEW:** The County Administrative Office has reviewed this agenda item and recommends approval because contracts with the Medical Center's residents are an essential component of ARMC service delivery. Proposed contract amendments result in no local cost to the County.

**SUPERVISORIAL DISTRICT(S):** All

**PRESENTER:** June Griffith-Collison, Chief Operating Officer, Arrowhead Regional Medical Center, 580-6150